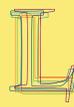


The Next Normal: Getting Back to Business in Colorado



2020 Virtual Employer Series

Wednesday, November 18th

9:00 am - 10:00 am MT

What Employers Need to Know to Comply With Colorado's COVID-19 Response and the Federal Legal Landscape

During this session, Littler's Denver attorneys will guide you through the maze of significant federal and Colorado developments. You'll learn about the latest court cases and regulatory activity, as well as crucial developments that will affect your workplace and responsibilities in Colorado. Key topics will include Colorado's new paid sick leave law (the "HFWA") and public health emergency whistleblower law (the "PHEW"), and crucial developments at the U.S. Supreme Court and federal agencies.

Michelle DiCuollo, Shareholder | Stephen Baumann II, Associate | Matt Freemann, Associate | David Gartenberg, Associate

10:15 am - 11:15 am MT

Fortifying a Commitment to Inclusive Leadership During – and Beyond – Crisis

The year 2020 has presented multiple and overlapping hardships for organizations throughout the country as a result of twin and unprecedented social justice and public health crises. As organizations grapple with business priorities, leaders have postponed or even halted their Diversity, Equity & Inclusion initiatives in an effort to reallocate strained resources among the most "essential" interests. But now - more than ever - is the time for organizations to understand that some of the immediate obstacles they face are also critical DE&I challenges.

To assist our clients with fortifying their efforts to create diverse, equitable, and inclusive work environments, Littler Principal Cindy-Ann Thomas will (1) outline the reasons why DE&I is indeed a current business essential deserving of "mission critical" status; (2) offer best - and next - practices that are responsive to the current realities of our evolving business environments; and, (3) provide an overview of some of the business and diversity trends that leaders should anticipate to navigate the crises of 2020 - and beyond.

Cindy-Ann Thomas, Principal, Co-Chair, EEO & Diversity Practice Group

11:30 am - 12:30 pm MT

Preparing for Colorado's Equal Pay Law: From Job Postings to Proactive Pay Audits

Colorado's Equal Pay for Equal Work Act goes live January 1. The proposed regulations would create onerous, first-in-the-nation job posting requirements for all employers doing business in Colorado—even for jobs that would not be filled in Colorado. With final regulations due November 10, join us for hot-off-the-presses developments. And employers should not lose sight of the law's other requirements, including the salary history ban and limited criteria that may be used to justify pay differences.

Jennifer Harpole, Shareholder | Joshua Kirkpatrick, Shareholder | Danielle Van Katwyk, Associate



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The Next Normal : Getting Back to Business in Colorado

2020 Virtual Employer Series

12:45 pm - 1:45 pm MT

Prioritizing Risks in a Tumultuous Year for Workplace Privacy

The pandemic has forced employers to face wholly new privacy issues in the form of COVID testing, symptom checking, and contact tracing. COVID also has heightened the importance of managing the privacy and data security challenges of remote work. Even without the pandemic, 2020 would have been a tumultuous year for workplace privacy. Of substantial concern to multinational employers, the Schrems II opinion from Europe's highest court threw into question the validity of personal data transfers from the EU to the US. For most employers with a California workforce, the year started with a scramble to comply with the onerous obligations imposed on HR data by the California Consumer Privacy Act (CCPA). The CCPA has since been amended multiple times and may be completely overhauled by a proposition on California's ballot in November. With an emphasis on assisting already-stretched HR professionals and employment counsel to prioritize, this session will distill the key issues for employers from this eventful year. The presenters will then identify the areas of greatest risk for Colorado employers and provide practical steps to reduce those risks, especially those with employees in the EU or California.

Zoe Argento, Shareholder | Philip Gordon, Shareholder, Co-Chair, Privacy and Background Checks Practice Group

2:00 pm - 3:00 pm MT

2020 Election: Congressional and Regulatory "Wrap Up" and Beyond

With the 2020 presidential election outcome there is much speculation and uncertainty as to how the election may shape the face of legislative and regulatory bodies in Washington, D.C. and across the country. This session will offer analysis and keen insight into what the election results may mean for employers: how will the course of labor and employment law be changed; and how can you help your company navigate these changes?

In this discussion we will examine the workplace policy agenda that may be pursued in 2021, and identify a variety of topics that may affect employers in the months and years to come.

Margaret Parnell Hogan, Shareholder | Bradley Crowell, Associate

3:15 pm - 4:15 pm MT

The Next Normal: Preparing for the "Return to Work" in a COVID-19 and Politically Charged Environment

As employers accommodate the conditions required for physical offices to reopen, there are many steps that are required to prepare a safe space for workers. With the 2020 Election outcome, employers are also preparing to address employee speech and the workplace.

This session will provide insights into what employers can anticipate as we return to "business as unusual" in this COVID-19 and politically charged environment.

Laurie Rust, Shareholder | Stephen Baumann II, Associate | Carolyn Theis, Associate